after 20 years' service every clerk may rise automatically to Rs. 60.

Mr. T. K. Nayar.—I second it.

Dr. A. R. Menon.—I rise to oppose it. We have considered the question in detail and giving time-scale is out of the question. Out of the 10 one will be in the 60 to 80 grade and 2 or 3 will be in the 40 to 60 grade, and the rest in the 25 to 40 grade. But we were as anxious as he was that all the clerks should be placed on the 40 to 60 grade. But we have modified and placed before the Government that, after 20 years' service automatically every clerk will be placed on Rs. 40 to 60 grade, with an increment of Rs. 5 annually. Therefore, by 25 years' service he will be entitled to get the pension of Rs. 30 even in the most unfavourable circumstances. Every clerk must get before he retires Rs. 60, and so be entitled to get the pension of Rs. 30. Without looking to the financial position of the State, to bring forward amendments will be irresponsible.

Mr. C. Barton Wright.—The position of the clerks of the lowest grade is as unsatisfactory as that of the menials and peons. In para 45 of the main report, it is stated that every clerk should be given a chance of rising to a salary of Rs. 60, so that he may be enabled to draw a pension of at least Rs. 30 on his retirement. But this wish will not materialise in all cases, if there are to be two grades, one of Rs. 25 to Rs. 40 and the other of Rs. 40 to Rs. 60. I would instead suggest one uniform time-scale of Rs. 30—1½—60, which would enable all clerks to get a fairly comfortable living wage after putting in a service of 15 years. I would go a step further and recommend to the Government that the case of all the old clerks who have already put in 25 years' service be specially considered and that they be given the maximum pay of the grade so that they may retire on a pension of Rs. 30 a month.

Dr. A. R. Menon.—We have taken that into consideration even with retrospective effect. After 20 years of service he will automatically rise to 40 to 60 scale.

Resolution put and negatived.

Unpassed teachers.

Mr. P. Kumaran Ezhuthassan.—My next amendment is "*that unpassed hands in the Primary Department be paid Rs. 20—1—30 per mensem.*"

Mr. K. P. Kannan Nayar.—No specific mention of it is required. Its recommendation is applicable to unpassed hands. No distinction is made between passed and unpassed.

Mr. C. J. Mathew.—I second it. My amendment to resolution No. 2 is to this effect, "*that teachers in the Education Depart-*

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ment even though they are unpassed should be allowed to rise." My reason is that the teacher's profession is quite different from that of a clerk, which, therefore, should not be put on a par with other services. The teacher going to the school with discontentment in his face is not a satisfactory man to deal with pliable minds. The teacher is the man who builds the future citizens. You expect him to be satisfied and willing and to possess good character so that the pupils under him may look up towards him as an example to be followed and not as a discontented figure placed before the pupils, always thinking of his own worries and difficulties. So, I say it is not enough to give them a decent start of Rs. 20 and nothing more all life. My request before the House is that the case of teachers ought to be considered on a different footing from the case of the other officers. Even in the case of unpassed men, they ought to be given an annual increment of Re. 1 and be allowed to rise up to Rs. 30 at least.

Deputy President.—Is there anything in the report prohibiting unpassed hands from rising ?

Rao Sahib Mr. C. Matthai.—Restriction is placed according to *the Education Code* to a certain extent.

Mr. C. J. Mathew.—He has got to start on Rs. 20 and retire on Rs. 20.

Mr. M. A. Chakko.—There is absolutely no difficulty in getting passed men.

Mr. C. J. Mathew.—There are already in the Department so many unpassed hands with 5 to ten years' service to their credit. They may be men too old now to go to school again and complete their course of study. If his pay is to be eternally Rs. 20, that will certainly be a sort of punishment to the teacher. Men must have some ambition to look forward to.

Rao Sahib Mr. C. Matthai—There are several unpassed hands who get Rs. 25.

Mr. C. J. Mathew.—If there is a chance to rise to higher scales, then it is alright. But the proposal of the Committee does not go so far. They do not say anything with regard to higher scales of pay. My amendment is that the unpassed men must be also given a grade, say, from Rs. 20 to 30.

Resolution put and agreed to.

Passed Teachers.

Mr. P. Kumaran Ehuzthassan.—According to the license and permits issued to these teachers who are Matriculates and complete School Finals they are allowed to teach up to Form III. During recent years graduates have been drafted even into the Primary Department on Rs. 20, at times on Rs. 15

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